

IT Compensation and Classification Workgroup
Friday, March 10, 2000
Meeting Minutes

Members present: Linda Harber, Ann Genovese, Patti Higgins, Greg Noland, Andy Poarch, Rick Pugh, Naseem Reza, Bob Weaver, and Marcia Webb.

Members absent: Pat Jackson, Debbie Mincarelli, Jim Peters, and Debra Sandy.

Guest: Gene Roche, William & Mary

Linda Harber, Chair, welcomed members and set direction for this meeting.

DPT Classification Update

1. There was much discussion on the meaning of the budget bill and its impact on the COTS classification proposal.
2. DPT distributed the draft memorandum developed to communicate the current status of the proposed IT classification and compensation plan. This draft includes feedback provided by this workgroup at the last meeting.
3. Members reviewed and provided additional feedback.
4. The next steps for the memorandum include: (1) make some revisions, (2) send to members for final email review by middle of next week, and (3) mail to Agency Human Resource Directors.
5. DPT continues to work with agencies on the classification proposal. DPT provided update of participating agencies to this group. As of 2/29/2000, the following agencies have placed positions in the new IT job classes:

Agency:	Number of Employees:	Effective Date:
Science Museum	3 classified employees	11/25/99
Department of Accounts	26 classified employees	12/25/99
Department of Information Technology	191 classified employees	12/25/99

The agencies with participation pending are: DPT and VDOT.

Agency Surveys

At the last COTS meeting, Secretary Upson requested some data on impact from those agencies who converted and IT pilot agencies. A brief survey from this workgroup to those agencies will provide necessary information. A few potential questions are:

1. What was your agency's/employee's initial response to the change?

2. Was there any impact on your turnover? On your recruitment? On your retention?
3. If it is saving money, please describe how?
4. Of your total IT staff, how many went to a higher pay grade as a result of this proposal?
5. What issues have arisen?

In addition, Andy Poarch will develop a follow-up survey for a future cabinet meeting to gather data on which agencies are requesting IT incentive proposals. This discussion is to be continued at the next scheduled meeting.

Oracle Project and Training Needs

1. Group discussed Anteon presentation.
2. Completed surveys were collected to return to Anteon. Andy Poarch will follow-up on behalf of the workgroup.
3. There will be a continued discussion on state-wide training issues at our next few meetings.

Next Meetings

Friday, April 7 at 11:00am (was April 14)

Friday, May 5 at 10:30am (was May 12)

Meetings are held in the Lindsey House conference room at 600 W. Franklin Street.

Agenda items at upcoming meetings will include: brainstorming on training issues, agency survey, and Fairfax County presentation.

Meeting adjourned.

Respectfully submitted,
Cheri Stickels
VCU Human Resources